

# Indiana Department of Workforce Development

## Strategic Skills Initiative

### Economic Growth Region 2



Mitch Daniels, Governor  
Ron Stiver, Commissioner  
June 2006

#### About SSI

Governor Daniels' \$23 million Strategic Skills (SSI) Initiative aims to identify and alleviate job and skill shortages. The program will be carried out in Indiana's 11 economic regions through an ongoing process of identifying future shortages, determining the cause of those shortages, and developing solutions. Ultimately SSI will create jobs and increase personal income for Hoosiers.

#### About Region 2

- Population (July 2005)  
**605,204**
  - Labor Force (March 2006)  
**315,420**
  - Unemployment (March 2006)  
**5.0%**
  - Per Capita Income  
**\$30,697 in 2004**
- Source: [www.hoosierdata.in.gov](http://www.hoosierdata.in.gov)

#### Counties in Region

- St. Joseph
- Elkhart
- Marshall
- Kosciusko
- Fulton



INDIANA  
**WORKFORCE**  
DEVELOPMENT

#### Economic Growth Region 2

**Economic Growth Region 2** is comprised of five counties. The SSI research & identification allocation awarded in September of 2005 was \$270,195. The solutions allocation awarded in June 2006 is \$1,583,112. Methods used to define shortages, causes and develop solutions included: research; focus groups; a health care summit; surveys; and, online research.

Key Occupational Shortages	Projection 2005-2007
Registered Nurses	174
Frontline Supervisors	160
Welders, Cutters, Solderers, Brazers	158
Computer-Controlled Machine Tool Operators	75
Painters, Transportation Equipment	65

#### Emerging Industries / Occupations

Cytogenic Technologists  
Orthotists  
Orthopedic Cast Technologists  
Biostatisticians

#### Root Causes

##### Traditional Manufacturing Perceptions

- Low skills, production and wages; lack of innovative workplace practices

##### Education and Training Capacity

- Lack of basic skills; limited training opportunities; lack of qualified nursing instructors

##### Career Awareness

- Inaccurate image of manufacturing; K-12 system not providing sufficient career awareness

##### Wage Rates and Benefits

- Low overall wages and lack of training

Identified Solutions →

### Identified Solutions

1.

Solution: <i>Orthopedic Skills Center</i>	Dollars Allotted: <i>\$928,171</i>
<p>Solution Description:</p> <p>Advanced manufacturing training will be offered to specifically address the needs of the life sciences industry. Students will earn the Manufacturing Skill Standards Council's certification which will lead to opportunities for increasingly advanced certifications. The training will support the orthopedic industry in Kosciusko County and emerging industries.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 338 Hoosiers trained</li> <li>• 280 completing solution</li> <li>• 280 earning MSSC certifications for high performance manufacturing</li> <li>• 280 placed in shortage occupations</li> </ul>

2.

Solution: <i>ESL + RN = Filling the Gap</i>	Dollars Allotted: <i>\$22,416</i>
<p>Solution Description:</p> <p>Educational assistance will be provided to Spanish speaking students interested in nursing. Through a healthcare oriented English as a second language class, the region will introduce non English speaking residents to the nursing profession. The region aims to increase the number of Spanish speaking nurses, advance skills and fill an occupational shortage with this solution.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 20 Hoosiers trained annually</li> <li>• 15 RN certifications earned</li> <li>• 15 placed in shortage occupations</li> </ul>

3.

Solution: <i>Mannequin &amp; Simulation Training</i>	Dollars Allotted: <i>\$204,155</i>
<p>Solution Description:</p> <p>Nursing students will be trained through the innovative methodology using mannequins and simulators. The region will benefit greatly from this strategy as it allows students to perform complex procedures repeatedly and develop a better mastery of skills. The solution also increases potential for increased training capacity and higher retention of nursing students.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 6 additional students per clinical site</li> </ul>

## Identified Solutions

4.

Solution: <i>Respiratory Therapist Program</i>	Dollars Allotted: <i>\$288,270</i>
<p>Solution Description:</p> <p>An academic program in Respiratory Therapy will be developed at Ivy Tech Community College South Bend, including the purchase of a laboratory and equipment. The region anticipates that 100% of the current hospital demand for respiratory therapists will be met by the program's third year.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 14-24 Hoosiers trained annually</li> <li>• 12 Respiratory Therapy degrees earned</li> <li>• 10 placed in shortage occupations</li> </ul>

5.

Solution: <i>Master of Science in Nursing</i>	Dollars Allotted: <i>\$140,100</i>
<p>Solution Description:</p> <p>Indiana University South Bend (IUSB) will receive funding for one MSN qualified instructor. IUSB will secure partnerships with area hospitals to develop more clinical space. Through these strategies, capacity for training in the region will increase by 10-15 students annually enrolled in MSN programs. In turn, this will also increase the number of qualified instructors. This solution increases skills of the region as well as long term training capacity.</p>	<p>Outcomes Proposed:</p> <ul style="list-style-type: none"> <li>• 10-15 Hoosiers trained annually</li> <li>• 8 MSN graduates annually</li> <li>• 6 MSN candidates entering teaching</li> </ul>

*Solution Totals**\$1,583,112**382 Hoosiers Trained**315 certifications earned**304 placed in shortage occupations*